

**Rational Pharmaceutical Management Plus
Training of Trainers in Drug Management – Aboisso, Côte D'Ivoire:
Trip Report – October 4 – 22, 2004**

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About RPM Plus

The Rational Pharmaceutical Management Plus (RPM Plus) Program, funded by the U.S. Agency for International Development (cooperative agreement HRN-A-00-00-00016-00), works in more than 20 developing countries to provide technical assistance to strengthen drug and health commodity management systems. The program offers technical guidance and assists in strategy development and program implementation both in improving the availability of health commodities—pharmaceuticals, vaccines, supplies, and basic medical equipment—of assured quality for maternal and child health, HIV/AIDS, infectious diseases, and family planning and in promoting the appropriate use of health commodities in the public and private sectors.

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Acronyms

ART	anti-retroviral treatment
CDC	U.S. Center for Disease Control and Prevention
CI	Côte d'Ivoire
DM	drug management
GCI	Government of Côte d'Ivoire
HIV/AIDS	human immuno-depressive virus/acute immuno-depressive syndrome
MEMS	Ministry of Health
MSH	Management Sciences for Health
PEP	Presidential Emergency Plan
PLWA	person living with AIDS
PMTCT	prevention of mother to child transmission (HIV)
PCPVVIH	case management of persons living with AIDS
PSP-CI	Public Health Pharmacy - Central Medical Store
RETRO-CI	Retrovirus project – Côte d'Ivoire
RPM Plus	Rational Pharmaceutical Management Plus (program)
USAID	United States Agency for International Development
SMIT	Infectious Diseases Service of Treichville
TOT	Training of Trainers
USG	United States Government
VCT	voluntary counseling and testing

Background

At the request of the Center for Disease Control and Prevention (CDC)/Retrovirus project of Côte d'Ivoire (RETRO-CI), RPM Plus conducted an assessment in Côte d'Ivoire (CI) in October-November 2003 to evaluate the capacity of the Central Medical Stores “*Pharmacie de Santé Publique*” (PSP-CI) to support the expansion of Prevention Mother To Child Transmission (PMTCT) and HIV/AIDS activities in the context of development of the Presidential Emergency Plan for AIDS Relief (PEP). The PEP is a new initiative of the American Administration (USG) to reinforce and extend PMTCT activities launched by President Bush (Bush initiative) in 2002 to assist 15 countries in Africa and the Caribbean in the fight against AIDS. The PEP is intended to develop/support efforts in prevention, treatment, care interventions, in 15 countries among the most afflicted in the world by the HIV/AIDS pandemic. Côte d'Ivoire with approximately 9.7% of the population living with HIV/AIDS is one of the targeted countries and has been receiving a significant technical and financial assistance from the Bush Initiative. In fact, the USG was already present in CI through CDC since 1998 in implementing the retroviral research project aimed at supporting efforts of the national health authorities to reduce the HIV/AIDS transmission from mother to children during pregnancy. In its national HIV/AIDS plan of extension 2004-2006, the government of Côte d'Ivoire (GCI) envisions to raise the current 1.7% PMTCT coverage of pregnant women to 10% in 2005. The number of PMTCT centers, currently 25, is expected to reach 72 in 2004, and 214 in 2005. The PEP plans to support CI in case management of 10,000 persons leaving with AIDS (PLWA) in 2004, and 23,100 in 2005⁽¹⁾. This goal can be reached only if there is an efficient national supply system for ARVs and HIV/AIDS related commodities.

PSP-CI is officially the unique source of procurement for HIV/AIDS products in CI. The findings of the assessment conducted in 2003 by RPM Plus highlighted numerous strengths at PSP-CI as well as significant weaknesses to be addressed to improve the pharmaceutical supply network and management system.

In May 2004, CDC/RETRO-CI and RPM Plus provided technical assistance to PSP-CI to conduct a strategy option workshop to identify appropriate interventions in response to drug management issues highlighted by the assessment. In July 2004, RPM Plus also assisted PSP-CI in the finalization of a three year workplan elaborated with the overall goal of improving institutional capability of the national system to assuring a regular supply of drugs and health commodities in the implementation of the PEP nationwide. Five main areas of intervention were identified:

- a. Administrative and financial management;
- b. Human resources development;
- c. Drug management information system, monitoring and evaluation;
- d. Logistics;

¹ CDC/RETRO-CI: President Bush's Emergency Plan for AIDS Relief (PEPFAR) - Country Operational Plan (COP) for Cote d'Ivoire

- e. Supply capacity and storage of drugs and consumables at PSP-CI and institutional pharmacies.

The workplan has been circulating among donors for potential technical and financial support.

RPM Plus received funds from the USG to initiate concrete activities in support to the PMTCT expansion and the implementation of the PEP in CI. RPM Plus identified the human resources development component for technical assistance to CI. The RPM Plus workplan centers on capacity building, starting with the creation of a core of trainers in drug management which in turn will develop and implement a training plan for pharmacists and drug managers at institutional level nationwide.

Purpose of Trip

The purpose of this trip was:

1. To prepare a Training of Trainers workshop in drug management in the context of development of the Presidential Emergency Plan
2. To conduct the workshop for approximately 15 participants in collaboration with the CDC/RETRO-CI project and the national public health pharmacy

Activities

Achievements

In preparation for the Training of Trainers (TOT) workshop Micheal Derosena, Senior Program Associate from MSH/RPM Plus and Jana Ntumba, Senior Program Associate from MSH/CLM worked at the PSP-CI and the CDC/RETRO-CI compounds from October 5 to October 9, 2004. Ms. Ntumba has done similar work in Guinea, West Africa, and facilitated the development of a training program for pharmacists in public health facilities in rural areas where MSH has been implementing the PRISM project. Dr. Oumar Diakité, an MSH Consultant joined the team a week later.

A preliminary meeting was conducted with Dr. Joseph Essombo, from CDC/RETRO-CI, to explore and capture CDC's expectations for this activity. Dr. Monica Nolan, the CDC Director, was also briefed on progress and orientation of current and future RPM Plus activities in Côte d'Ivoire.

CDC/RETRO-CI provided RPM Plus with a workspace, computers, printers, and other accessories for preparing the training. CDC/RETRO-CI also coordinated transportation for the team, to and from the compound in Abidjan. CDC/RETRO-CI provided contacts for recruiting a secretary to assist RPM Plus during the workshop. Ms. Ahingora Mireille, a former CDC/RETRO-CI employee, was contracted for a three-week period. She worked closely with Jana Ntumba and Michael Derosena in the revision, adaptation and preparation of the training materials.

The collaboration with PSP-CI was exceptional. PSP-CI immediately took ownership of the activity and offered encouragement and as much help as possible to the RPM Plus team. PSP-CI provided RPM Plus with an additional workspace as well as equipment to be used at the training sites. Dr. Faustin NTakpe Yapi, who is responsible of the Communications Unit at PSP-CI was in charge of coordination and logistics for the training. The list of the materials and the budget were updated by Dr. Yapi as well. PSP-CI also covered some of the costs and training materials, emphasizing on the fact that RPM Plus was in Cote D'Ivoire to assist them in this activity, identified as one key elements to improve drug management practices at the PMTCT/ART service delivery points.

At PSP-CI, RPM Plus met with Mr. Adou Kouakou Menzan who is the Chief of the Control and Training Department. Mr. Adou shared materials traditionally used for previous drug management (DM) training conducted by PSP-CI.

The following documents elaborated by PSP-CI for guidance in DM were provided:

- “*Gestion des Médicaments Essentiels dans les structures sanitaires publiques*”
- “*Gestion des régies de recettes dans les pharmacies publique*”,
- “*Formation des gestionnaires de pharmacies des structures sanitaires publiques – Guide d'utilisation des outils de gestion*”

A structured curriculum fro training in DM is not yet available in the country.

The RPM Plus consultants moved on October 9 to Aboisso, East of Abidjan, where the Training of Trainers (TOT) workshop took place. PSP-CI ensured transportation for participants from Abidjan, whilst participants from other regions were reimbursed by RPM Plus for public transportation used. PSP-CI had selected participants from institutional pharmacies as well as district pharmacies, who ensure supervision and monitoring of drug management activities at the peripheral level.

All trainers and participants worked together in a two-week retreat period from October 10 to 22, 2004. The curriculum and materials developed favored the adult learning techniques approach. The training curriculum contained four modules identified as follows:

1. Professional development, including the evaluation of competences, the learning styles, and interpersonal communication;
2. Training concept, including an introduction to the training process, evaluation of training needs, learning objectives, development of training plans, methods and techniques in training, preparation of session plans and training materials;
3. How to conduct a training workshop, which includes topics on techniques of presentations, process of working groups, facilitation of working groups;
4. The practice, where TOT participants were divided in four groups to develop a training session on the following topics: procurement, utilization of ARVs, distribution, and drug management information system. They were instructed to apply the adult learning approach, methods and techniques used during the TOT.

An evaluation sheet was distributed to the participants at the end of each session to capture the level of satisfaction and facilitate update or new direction for the training as/if needed. The results are presented in Annex 2. The final evaluation summarizing the global training performance is presented in Annex 3.

Participants trained:

Fifteen pharmacists attended the TOT from different regions of Côte D'Ivoire. Five (5) were from PSP-CI, three (3) from health facilities in Abidjan, one (1) respectively from Aboisso, Abengourou, Agboville, Divo, Gagnoa, San Pedro, and Yamoussoukro. The list of participants is shown in Annex 4.

Collaborators

CDC-RETROCI

PSP-CI

PNPCVVIH

Next Steps

- Collection of PSP-CI documentation for the elaboration/adaptation of the curriculum in drug management
- Elaboration/adaptation of the DM curriculum
- First drug management training workshop for mid-level pharmacists and managers
- Preparation at PSP-CI for the installation of the MSH drug management software ORION, to be conducted in collaboration with the MSH/SEAM project.

Conclusions and recommendations

According to their own words, the TOT was an exceptional opportunity for the trainees to become familiar with the adult learning techniques. RPM Plus favored the participative approach that allows each participant to capitalize on their professional assets for practicing the experiential methodology in training activities. The group easily captured the concept and tried to apply it during the practice sessions. All participants expressed a real enthusiasm and a strong willingness to continue with PSP-CI the development of training activities in drug management.

Annex 1. Emploi du temps

Heure	<i>lundi, 11 oct 2004</i>	<i>mardi, 12 oct 2004</i>	<i>mercredi, 13 oct 2004</i>	<i>jeudi, 14 oct 2004</i>	<i>vendredi, 15 oct 2004</i>	<i>samedi 16 oct 2004</i>
8h00 à 12h30	<i>OUVERTURE & ORIENTATION</i>	2. Styles d'apprentissage	3. Communication interpersonnelle (suite)	MODULE B: <u>CONCEPTION DE LA FORMATION</u> 5. Introduction au processus - Evaluation des besoins de performance	7. Choix des méthodes et techniques	8. Elaboration des plans de session et préparation du matériel didactique
13h45 à 17h30 <i>+ soir</i>	<u>MODULE A: DEVELOPPEMENT PROFESSIONNEL</u> 1. Evaluation des compétences	3. Communication interpersonnelle	4. Co-formation en équipe <i>+ Soir: Travail en équipe</i> 18h - 20h	6. Formulation des objectifs d'apprentissage - Développement du plan de formation	7. Choix des méthodes et techniques (suite)	
Heure	<i>lundi, 18 oct 2004</i>	<i>mardi, 19 oct 2004</i>	<i>mercredi, 20 oct 2004</i>	<i>jeudi, 21 oct 2004</i>	<i>vendredi, 22 oct 2004</i>	
8h00 à 12h30	<u>MODULE C: CONDUITE DE LA FORMATION</u> 9. Présentations	11. Facilitation des groupes	<u>MODULE D: PRATIQUE DE LA FORMATION</u> 12. Session pratique Thème Equipe C : Utilisation des ARV	12. Session pratique (suite) Thème Equipe C : Utilisation des ARV	<i>INTEGRATION DES APPRENTISSAGES</i> <i>EVALUATION ET CLOTURE</i>	
13h45 à 17h30 <i>+ soir</i>	10. Processus du groupe <i>+ Soir: Travail en équipe</i> 18h - 20h	11. Facilitation des groupes (suite) <i>+ Soir: Voir les vidéos</i>	12. Session pratique (suite) Thème Equipe B : Distribution des médicaments	12. Session pratique (suite) Thème Equipe D : Système d'information pour la gestion des médicaments	<i>RETOUR A ABIDJAN</i>	

Annex 2. Results of the different evaluations

Session: Evaluation des compétences

Thèmes	Excellent	Bon	Insuffisant
Atteinte des objectifs	9/13 = (69%)	4/13 = (31%)	0/13 = (0%)
Pertinence du contenu à ma situation professionnelle	10/13 = (77%)	3/13 = (23%)	0/13 = (0%)
Efficacité de la méthode et des techniques	11/13 = (85%)	2/13 = (15%)	0/13 = (0%)
Chronologie et présentation de la session	13/13 = (100%)	0/13 = (0%)	0/13 = (0%)
Utilité du matériel didactique	13/13 = (100%)	0/13 = (0%)	0/13 = (0%)
Clarté des explications	12/13 = (92%)	1/13 = (8%)	0/13 = (0%)
Capacité des formateurs B faciliter les discussions	13/13 = (100%)	0/13 = (0%)	0/13 = (0%)

Commentaires

- Globalement 89% des apprenants pensent que la session du jour 1 était excellente et 11% la juge bonne.
- La durée de la session a été jugée parfaite pour 85% des participants et trop courte pour 15%

Suggestions

Partager la discussion par paire avec l'ensemble de l'assistance
Les participants souhaitent la confirmation de la bonne formulation des objectifs

Session : Style d'apprentissage

Thèmes	Excellent	Bon	Insuffisant
Atteinte des objectifs	14/14 = (100%)	0/14 = (0%)	0/14 = (0%)
Pertinence du contenu à ma situation professionnelle	14/14 = (100%)	0/14 = (0%)	0/14 = (0%)
Efficacité de la méthode et des techniques	14/14 = (100%)	0/14 = (0%)	0/14 = (0%)
Chronologie et présentation de la session	14/14 = (100%)	0/14 = (0%)	0/14 = (0%)
Utilité du matériel didactique	14/14 = (100%)	0/14 = (0%)	0/14 = (0%)
Clarté des explications	14/14 = (100%)	0/14 = (0%)	0/14 = (0%)
Capacité des formateurs B faciliter les discussions	13/14 = (93%) <i>I non exprimé</i>	0/14 = (0%)	0/14 = (0%)

Commentaires

- Dans l'ensemble, les participants ont jugé excellente la session sur le style d'apprentissage.
- La durée de la session a été jugée trop courte pour 7% des participants et parfaite pour 93% des participants
- La majorité des apprenants ont apprécié le travail en comité, mais 7% ont souhaité réduire le temps consacré en comité

Session : Communication interpersonnelle

Thèmes	Excellent	Bon	Insuffisant
Atteinte des objectifs	14/14 = (100%)	0/14 = (0%)	0/14 = (0%)
Pertinence du contenu à ma situation professionnelle	13/14 = (93%)	1/14 = (7%)	0/14 = (0%)
Efficacité de la méthode et des techniques	14/14 = (100%)	0/14 = (0%)	0/14 = (0%)
Chronologie et présentation de la session	14/14 = (100%)	0/14 = (0%)	0/14 = (0%)
Utilité du matériel didactique	13/14 = (93%)	1/14 = (7%)	0/14 = (0%)
Clarté des explications	14/14 = (100%)	0/14 = (0%)	0/14 = (0%)
Capacité des formateurs B faciliter les discussions	14/14 = (100%)	0/14 = (0%)	0/14 = (0%)

Commentaires

- L'ensemble des apprenants a jugé cette session excellente.
- La durée de la session est jugée parfaite pour 85% des participants et 15% des participants pensent que la session a été longue
- Les participants apprécient beaucoup la brise-glace

Session : Co-Formation

Thèmes	Excellent	Bon	Insuffisant
Atteinte des objectifs	14/14 = (100%)	0/14 = (0%)	0/14 = (0%)
Pertinence du contenu à ma situation professionnelle	13/14 = (93%)	1/14 = (7%)	0/14 = (0%)
Efficacité de la méthode et des techniques	13/14 = (93%)	1/14 = (7%)	0/14 = (0%)
Chronologie et présentation de la session	13/14 = (93%)	1/14 = (7%)	0/14 = (0%)
Utilité du matériel didactique	13/14 = (93%)	1/14 = (7%)	0/14 = (0%)
Clarté des explications	13/14 = (93%)	1/14 = (7%)	0/14 = (0%)
Capacité des formateurs B faciliter les discussions	14/14 = (100%)	0/14 = (0%)	0/14 = (0%)

Commentaires

- L'ensemble des participants a jugé la session excellente.
- La durée de la session est jugée trop courte pour 29% des participants
7% la juge trop longue
64% la juge parfaite

Session : Introduction au processus et Evaluation des besoins en performance

Thèmes	Excellent	Bon	Insuffisant
Atteinte des objectifs	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)
Pertinence du contenu à ma situation professionnelle	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)
Efficacité de la méthode et des techniques	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)
Chronologie et présentation de la session	14/15 = (93%)	1/15 = (7%)	0/15 = (0%)
Utilité du matériel didactique	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)
Clarté des explications	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)
Capacité des formateurs B faciliter les discussions	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)

Commentaires

- L'ensemble des participants a jugé la session excellente.
- La durée de session est jugée trop longue pour 20% des apprenants et parfaite pour 80%.
- Les participants ont apprécié le brainstorming et les travaux en comité mais souhaitent réduire le temps en comités.
- Certains apprenants souhaitent plus d'étude de cas en relation avec la théorie.

Session : Formulation des objectifs d'apprentissage

Thème	Excellent	Bon	Insuffisant
Atteinte des objectifs	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)
Pertinence du contenu à ma situation professionnelle	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)
Efficacité de la méthode et des techniques	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)
Chronologie et présentation de la session	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)
Utilité du matériel didactique	14/15 = (93%)	1/15 =(7%)	0/15 = (0%)
Clarté des explications	14/15 = (93%)	1/15 =(7%)	0/15 = (0%)
Capacité des formateurs B faciliter les discussions	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)

Commentaires

- Dans l'ensemble, 98% des participants jugent excellente la session, et 2% la juge bonne
- La durée de la session a été jugée parfaite pour 87% des participants, trop longue pour 6% et trop courte pour 7%.
- Le travail en comité est beaucoup apprécié des participants. Certains auraient aimé avoir des exemples d'objectifs spécifiques à la suite des objectifs généraux

Session : Choix des méthodes et techniques

Thème	Excellent	Bon	Insuffisant
Atteinte des objectifs	14/15 = (93%)	1/15 = (7%)	0/15 = (0%)
Pertinence du contenu à ma situation professionnelle	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)
Efficacité de la méthode et des techniques	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)
Chronologie et présentation de la session	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)
Utilité du matériel didactique	14/15 = (93%)	1/15 = (7%)	0/15 = (0%)
Clarté des explications	14/15 = (93%)	1/15 = (7%)	0/15 = (0%)
Capacité des formateurs B faciliter les discussions	14/15 = (93%)	1/15 = (7%)	0/15 = (0%)

Commentaires

- La session a été jugée excellente pour l'ensemble des participants
- La session a été trop longue pour 13% des participants, parfaite pour 81% et trop courte pour 6% des participants.
- Les apprenants ont beaucoup apprécié le rapprochement fait entre le "cycle d'apprentissage expérientiel" et les différents styles d'apprentissage.
- Les travaux en comité et les remue-méninges (brainstorming) sont des méthodes très efficaces.

Session : Elaboration des plans de sessions

Thème	Excellent	Bon	Insuffisant
Atteinte des objectifs	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)
Pertinence du contenu à ma situation professionnelle	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)
Efficacité de la méthode et des techniques	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)
Chronologie et présentation de la session	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)
Utilité du matériel didactique	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)
Clarté des explications	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)
Capacité des formateurs B faciliter les discussions	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)

Commentaires

- La session a été jugée excellente pour l'ensemble des participants
- 6% jugent la session trop courte et 94% des participants ont estimé la durée parfaite
- les apprenants ont été unanime sur l'efficacité du travail en comité

Session : Les Présentations

Thème	Excellent	Bon	Insuffisant
Atteinte des objectifs	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)
Pertinence du contenu à ma situation professionnelle	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)
Efficacité de la méthode et des techniques	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)
Chronologie et présentation de la session	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)
Utilité du matériel didactique	14/15 = (93%)	1/15 = (7%)	0/15 = (0%)
Clarté des explications	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)
Capacité des formateurs B faciliter les discussions	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)

Commentaires

- Globalement, les apprenants sont satisfaits de la session à l'exception d'un seul qui a jugé moyenne l'utilité du matériel didactique.
- La majorité des participants c'est à dire 13/15 ont jugé parfaite la durée de la session. Un participant a jugé la session trop longue et 1 autre l'a jugée trop courte.
- Les participants ont trop aimé les présentations individuelles; cependant ils souhaitent que le temps de présentation passe de 5 minutes à 10 minutes afin de donner l'occasion à tous de présenter le travail complet.

Session : Processus de Groupe

Thème	Excellent	Bon	Insuffisant
Atteinte des objectifs	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)
Pertinence du contenu à ma situation professionnelle	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)
Efficacité de la méthode et des techniques	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)
Chronologie et présentation de la session	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)
Utilité du matériel didactique	14/15 = (93%)	1/15 =(7%)	0/15 = (0%)
Clarté des explications	14/15 = (93%)	1/15 =(7%)	0/15 = (0%)
Capacité des formateurs B faciliter les discussions	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)

Commentaires

- Globalement 98% des participants sont satisfaits de la session
- Tous les apprenants ont approuvé la durée de la session
- Le jeu de rôle a été très apprécié des participants

Session : Facilitation des groupes

Thème	Excellent	Bon	Insuffisant
Atteinte des objectifs	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)
Pertinence du contenu à ma situation professionnelle	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)
Efficacité de la méthode et des techniques	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)
Chronologie et présentation de la session	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)
Utilité du matériel didactique	14/15 = (93%)	1/15 = (7%)	0/15 = (0%)
Clarté des explications	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)
Capacité des formateurs B faciliter les discussions	15/15 = (100%)	0/15 = (0%)	0/15 = (0%)

Commentaires

- La durée de la session a été jugée parfaite pour 80% des participants, trop courte pour 14% et trop longue pour 6%
- Les apprenants n'ont pratiquement pas fait de suggestion sur la session, à l'exception d'un seul qui a souhaité raccourcir les présentations individuelles.

Annex 3. Résultats Evaluation Finale

1. Récapitulatif des themes

Thème	Excellent	Bon	Insuffisant
Atteinte des objectifs préalablement établis	14/14 = (100%)	0/14 = (0%)	0/14 = (0%)
Pertinence du contenu à ma situation professionnelle	14/14 = (100%)	0/14 = (0%)	0/14 = (0%)
Efficacité de la méthode et des techniques	14/14 = (100%)	0/14 = (0%)	0/14 = (0%)
Chronologie et présentation de la session	14/14 = (100%)	0/14 = (0%)	0/14 = (0%)
Utilité du matériel didactique	13/14 = (93%)	1/14 = (0%)	0/14 = (0%)
Efficacité des formateurs	14/14 = (100%)	0/14 = (0%)	0/14 = (0%)

2.- La durée du cours a été jugée trop longue pour 0% des participants, parfaite pour 100%, trop courte pour 0%.

3.- Les trois séances les plus pertinentes pour votre travail de formateur : les avis étaient partagés entre les participants. Le résumé des choix est présenté comme suit :

1. Elaboration des plans de session et préparation du matériel didactique avec un score de 58% ;
2. Les styles d'apprentissage : 43%
3. La communication interpersonnelle : 43%
4. La pratique : également 43%

4.- Eléments les plus utiles pour votre développement en tant que formateur :

- Les équipes de co-formation : 88%
- Organisation des brises glaces par les participants : 38%
- Les pairs de soutien : 25%

5.- Suggestions particulières pour les formateurs :

- Assister les participants qui ont encore des handicaps à les surmonter après la formation
- Poursuivre cette formation et l'évaluer
- Revoir les durées de certaines sessions qui étaient trop longues
- Donner plus de temps à la pratique
- Insister davantage sur l'identification des besoins en performance

Annex 4: List of Participants

No	Nom et Prénoms	Titre	Fonction et Lieu de travail	Adresse/Contact	Style d'apprentissage
1	YAPI N'Takpe Faustin	Pharmacien	Chef de service autonome de Communications PSP	Tel : 07 93 77 67/21 35 71 73 fanyapi@yahoo.fr	Convergent
2	GBANE Aliadji Daouda	Pharmacien	Chef de service Gestion de stock	Tel : 21 35 71 73/05 96 69 59 gbaneali68@hotmail.com	Convergent
3	KACOU Patrice	Pharmacien	Chef de service ARV, produits de laboratoire et des projets liés aux ARV – PSP	Tel : 05 94 47 14/21 35 71 73 kacouuate@yahoo.fr	Convergent
8	N'DRI Germain	Pharmacien	Chet de Service Pharmacie District sanitaire Aboisso	Tel : 07 69 34 56	Convergent
6	YAO Kouakou Séraphin	Pharmacien	Chef de Service Pharmacie CHR, Agboville	Tel : 07 52 38 79	Divergent
7	TIA Raphaël	Pharmacien Interne	Responsable des ARV Clinique PPH – CHU Cocody	Tel : 07 65 68 88 Tia_raphal@yahoo.fr	Divergent
5	ADJOUNGOUA Attoli Léopold	Pharmacien	Sous-Direction Commerciale – PSP	attolileeo@yahoo.fr Tel : 07 91 97 58	Assimilateur
9	BERTE Sidiki	Pharmacien	Chef de Service Pharmacie CHR de Yamoussoukro	Tel : 05 03 27 97 sidbertfr@yahoo.fr	Assimilateur
12	YOUIN Norbert	Pharmacien	Chef de Service Pharmacie District sanitaire Abengourou	Tel : 07 85 46 94	Assimilateur
13	KOUADJO Kan Etienne	Pharmacien	Chef de Service Pharmacie CHR – San Pedro	Tel : 34 71 24 67/ 07 96 60 68 KouadKan@yahoo.fr	Assimilateur
14	YAO-ATTIA A. Régine	Pharmacienne	Sous Directeur Commercial PSP – CI	Tel : 21 35 71 73/07 09 15 68 yaoregci@yahoo.fr	Assimilateur
10	TAH BI Tah Rigobert	Pharmacien	Chef de Service Pharmacie District Gagnoa	Tel : 07 66 13 85 Tahdjonan2@yahoo.fr	Accommodateur
11	DJADJI Ayoman T. L	Pharmacien	Interne Responsable des ARV au SMIT de Treichville	Tel : 07 79 72 57 Djadjithierry@yahoo.fr	Accommodateur
14	BOURGGOIN Blandine	Pharmacienne	Chef de Service Pharmacie FSU – Koumassi	Tel : 05 32 84 02	Accommodateur
15	ADIEKE Ernest	Pharmacien	Chef de Service Pharmacie District sanitaire de Divo	Tel : 07 61 57 51	-
16	AHINGORA Aflo Mireille	Secrétaire	Admin Assist for the workshop	affomir@yahoo.fr Tel: 07 86 51 93	Accommodateur
17	Michael Ray Derosena Formateur	MD., M.P.H	Senior Program Associate Center for Pharmaceutical Management MSH	mderosena@msh.org tel : +1 703 524 6575 + 1 703 310-3453 Arlington USA	Convergent
18	Oumar Diakité Formateur	Médecin	Consultant MSH Direction Régionale Santé Kankan/Guinée	odiakite@yahoo.fr tel : (00224) 580420	Convergent
19	Jana Ntumba Formateur	Master of Arts Human Behavior	Senior Program Associate Center for Management and Leadership MSH	janantumba@yahoo.com Accra, Ghana Tel : (00233) 244 594 697	Divergent